

A Review of the Effect of Education and Good Trained Teachers on Students' Performance

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Abstract

The main purpose of this study is to know about the importance of education and teacher training education as well as to understand how effective and trained capable teachers can improve students' performance. Moreover, to know about that how teacher's play a crucial role in the educational and career counselling of students The method of document analysis and earlier studies reveals that highly trained, skilled and competent teachers is the single more important factor influences student success. Undoubtedly capable and effective teachers also have a direct effect in improving student knowledge. Similarly, effective teachers not only make students impression good about school and learning, but also their work and punctuality really results in improved student success and thereby helps in nation's builder.

Keywords: Role of Teachers, Training, Influence, Student's Career

Introduction

Everyone knows that education plays a very significant and important role in the socioeconomic development of a society. Education allows persons to make knowledgeable decisions, get better choices and develops their abilities and potentials to play creative and productive roles in a society. Education is an influential catalyst of optimistic changes. Education opens the doors of opportunities and chances to all rich and poor people, and it also improves the status of people, uplifting their position, and providing them an effective social position for improvement and development. Educated civilizations are expected to have a polished and expert man power. Educated societies plan to run and operate the settled mechanical equipment for better-quality production, necessary for the stubborn economic development. This all are possible only through good education and also through a good, effective and trained teachers. The importance of human capital in the form of schooling and job training is also endorsed in a study by Becker (1962) that "Many ways to invest include schooling, on the job training,

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medical care, vitamin consumption and acquiring information about the economic system” (p. 9).

Teachers play progressively important roles in influencing student's decisions and choices for their future careers at numerous levels of schooling for example primary, secondary, and university levels. Many researches on teacher quality backing the fact that effective teachers not only make students aware about good school and learning, but also their actual work results in improved student success and also these effective teachers have a direct influence in improving student knowledge. And also automatically we see that these highly effective teachers can have an improving effect on the daily lives of children and their long-lasting educational and career goals. According to Rao (2004) notes that “Pupil failure is a serious concern of counselling. Teachers often refer pupils with unsatisfactory academic grades to counsellors. But other pupils can also be significantly helped. Counselling is the most important agency which can help young people develop into normal and healthy individuals who are emotionally mature and who can make significant contributions to their communities” (p.206).

Highly trained and competent teachers are the most important influences on student success. Meyer (2004) expressed his views that highly skilled teachers firstly asked their students to clarify or explain what they previously knew about the topic, and after that they used this knowledge to shape and guide the way in which the students would build further sympathies. According to Darling-Hammond (1997) teachers enable the procedure whereby students nurture habits of mind and knowledge systems that are essentials for success, momentous contributions and affluence in an exposed, technological world. Overall, capable and skilled teachers depict self-confidence, view their classroom as a community of thinkers, competently feat opportunities to promote positive relations with their students, prove and verify subject area mastery, and contribute to the meadow as a whole by headship and service (Smith & Strahan, 2004).

Likewise, in a study Pamela and James (2005) have written in their book that capable and effective teachers can have a strong effect on the daily lives of children and their all-time informative and career desires. Capable and effective teachers also have a direct effect in improving student knowledge. Capable and effective teachers not only make students impression good about school and learning, but also their work and punctuality really results in improved student success. Further following are some of the main qualities of effective teachers which they wrote in their book and that is, effective teachers have formal teacher preparation training, effective teachers hold certification, standard,

alternative, or provisional, and are approved within their fields or areas, effective teachers must teach for at least three years, effective teachers caring, honest, and respectful, effective teachers hold high expectations and hopes for themselves and their students, effective teachers dedicate extra time to instructional preparation and reflection, effective teachers maximize instructional time through effective classroom management and organization, effective teachers enhance and improve instruction by changing instructional strategies, activities, and assignments or projects, effective teachers present content to students in a meaningful way, effective teachers observe students' learning, effective teachers demonstrate effectiveness of student abilities in their classrooms. In the words of Harry (2000) "There is only one way to improve student achievement, the teacher is the only factor that can improve student achievement". Further he added that "The bottom line is that there is no way to create good schools without good teachers. It is the administrator who creates a good school. And it is the teacher who creates a good classroom".

An education system is only as good as its teachers. Teachers are essential to universal and quality education for all: they are central to shaping the minds and attitudes of the coming generations to deal with new global challenges and opportunities. Innovative, inclusive and results-focused teaching is crucial for 2015 and beyond if we are to provide the best possible opportunities for millions of children, youth and adults worldwide.

UNESCO (2015, p. 3)

Based on the importance of education and good teacher in promoting student performance, it is necessary to conduct a study and further highlight their importance. Therefore, the main objective of this study is to know about the importance of education and to understand how effective and trained capable teachers can improve students' performance. In addition to know about the role played by the quality teachers in the educational and career counselling of students, to see the effect of good teachers on students behaviour and learning. Likewise, to suggest some measures that how to improve teacher quality and make them more productive and efficient in order to enhance student's performance. The present study would show a lot of information about the teachers and its effects on students learning which will be helpful for planning different plans and strategies to overcome the problems of students and teachers. Therefore, this study will prove much effective to know the impact of teachers on the students' performance and also helped to the management implicated with the training of teachers to make correct and proper modification in the curricula or courses.

This paper is organized as follows. Section 1 of the paper explains introduction, objectives and significance of the teacher training education program. Section 2 presents relevant prior studies on the subject under the study. Sections 3 briefly explain materials and methods used in the paper. Finally, Section 4 summarizes and concludes the paper along with some policy recommendations.

Literature Review

As per the imperativeness of teacher training and its effects on student achievement, though several studies are existing but some more composite research is required to further highlight the significance of teacher training in the eyes of the governments as well as policy makers. The study of Bordens and Abbott (2002) expressed their views that "The review of literature keeps the researcher updated on current empirical and theoretical controversies in a particular research area." According to Brian and Lars (2002) there is a considerable literature on the relationship between overall teacher characteristics and student learning. The study also provide evidence that school reforms in Chicago (USA) give an opportunity to evaluate in-service teacher training using a quasi-experimental research design. In this study, they used a regression discontinuity strategy to evaluate and investigate the effect of teacher training on the math or reading presentation of elementary students. In this study they find that minimal increases in-service teachers training have no scholastically or statistically significant effect on either math or reading success. They suggested that modest investments in staff training may not be enough to increase the success of children's of elementary schools in high poverty schools. Darling Hammond (1999) studied large-scale assessment data and the research results shown that teacher preparation definitely effected to student attainment and achievement.

Angrist and Lavy (2001) analysed the effect of in-service teacher training in Jerusalem schools, they find appreciably and significantly positive causal effect of this Study on pupils' test scores. They analysis and proposes that teacher training may provide a less costly means of enhancing pupil success scores than decreasing class size or increasing school hours. They further pointed out, that there looks to have been more research on the impact of teachers training in developing countries than in developed countries. Bressoux (1996) using a quasi-experimental research design, and find that teacher training boosts student performance. The study of Imam (2011) examined that effective and quality teaching has assessable effect on student outcomes. Teacher quality and the asset of educator's leadership are documented as the greatest determining factor of educational success. Teacher's

qualities affect all phases of the teaching lifespan. So to improve educational results and outcomes it is necessary that all teachers also must work in schools.

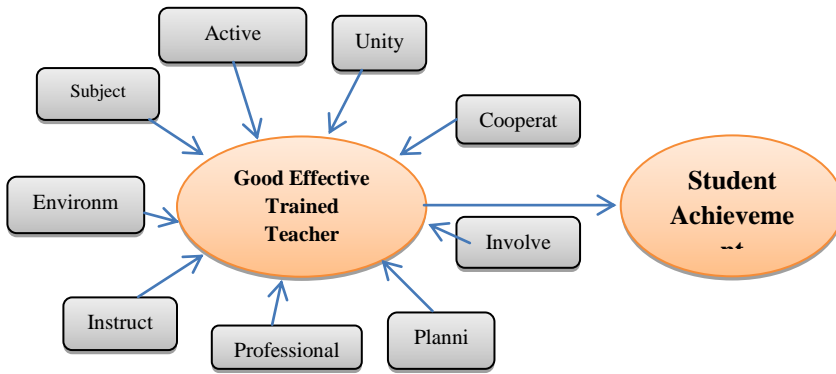
The study of Hanushek et al. (2005) discloses considerable variation in the quality of teaching, maximum of which happens within rather than among schools. Further knowledge and experience does matter only in the first year of teaching, while teacher quality seems to be unconnected to higher degrees or certification. Capable, trained and effective teachers promote student achievement. Two methods of teacher training were found to be definitely related with output, and that is gratified teachers and professional development is positively related with output in middle and high school math. Also more qualified and experienced teachers perform more effectively (Harris & Sass, 2007). Shahzad et al (2009), Khan and Azam (2009), Azam and Ahmed (2010) and Bakar et al. (2014) also emphasized on the importance of higher education along with training of teacher in the social uplift.

Teachers are those who affect the students and adults in the school. Those are teachers who encouraged the students and also to solve classroom problems and keenness for learning new and latest things (Murphy, 2005, p. 14). Effective teachers can be a source of motivation. Effective teachers importantly, provide a reliable and consistent impact on young people. The study of Ladd and Sorensen (2014) investigate the difference efficiency by teachers' experience of years, using longitudinal data in North Carolina on students and teachers. The study found that teacher experience was definitely increasing students test scores and student behaviour. In a study Hartani (2015) mentioned that training is one of the noteworthy factors in promoting human development. Moreover, training and development programs are play vital role in the enhancement of organization performance. Many earlier studies provide evidences on the importance of human capital (education) and training of teacher education program (Khan et al., 2014a; Khan et al., 2014b; Azam & Ahmed, 2015; Azam *et al.*, 2015; Khan et al., 2015). Therefore, teacher quality is essential and has been worldwide accepted to be significantly linked with quality education in general and students learning outcomes in particular.

Figure 1 shows the importance of effective trained teachers, that how they effect on students' performance and achievements. If teachers are energetic, having active learning, cooperative with students, they have unity, involve students in different activities, they have good future planning for students, professionalism and skill, well method of teaching, instruction, command on subject, provide good environment in which students directly discuss their problem with their teacher, so these all

make good teacher and would have a direct effect on the student performance.

Figure 1: Hypothesised theoretical framework on good teacher effect on student performance



Source: Author's constructed

Materials and Methods

This study based on the document analysis whereas, the materials have been gathered from published articles, books, internet, and reports etc. Regarding the documents analysis, Bailey (1994) has written in his book that document analysis has many advantageous and attractions. Several other prior studies have also used document analysis and it is one form of the qualitative survey, where information and materials collected, analysed, recorded, and clarified obtained from the available sources like texts, books, publications, journals, newspapers, and magazine etc.

Summary and Conclusion

The central purpose of the present study is to increase understanding on the close relationship between effective teachers training and student's performance and to know about the importance of education. Long opportunities to healthily comprehend student learning, subject matter content and curriculum materials and instruction, can enhance the performance of both students and teachers. Student thinking and understanding of teacher learning, have guided to new outcomes about the effect and impact of teacher professional development. Previous studies theoretical and empirically proved that there is a significant close relationship between quality teachers and student performance. Therefore, good teachers are indispensable to improve student achievement, as students are the assets of every nation.

The study suggests some measures in order to enhance teacher quality and thereby further improve students' performance. Activity based learning and promoting group work as part of the learning experiences, also arranging appropriate and supporting measurements building and co-curricular activities for the trainees, motivating them to use low prices supplies as teaching aids and accordance to teachers need and the stage of their career offer incentives to teachers, which is also suggested by (UNESCO, 2006; 2015). Give incentives to capable and good teachers for examples increase salary and allowances. All over the country utmost teacher training institutions are in dire want of modifications. The Ministry of education should assign enough funds to the institutions. All teachers should develop study habits and optimistic attitudes for the students which ascertain the academic performance of the students.

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